



28 JUNE 1991

NASA fearful U of A will contract out some services

Non-Academic Staff Association members gathered in front of University Hall last Friday to protest the University's recent call for prequalification of cleaning contractors.

The University advertised for submissions from cleaning contractors for the routine servicing of about 48,500 gross m² of building space. In the advertisement carried by *The Edmonton Journal*, the University stated it intends to proceed with invitational tendering of the work on 15 July, with tenders to close on 15 August.

Services would be needed on a 24-hour per day, five day per week basis. The purpose of the prequalification process is to enable the University to identify contractors with the potential resources and experience to do the job.

NASA members expressed fears that the University would increasingly contract out services now being provided by NASA building services workers and that services would be increasingly privatized in an effort to cut costs.

NASA President Anita Moore said building services workers have learned to work in a variety of specialized areas, and private contractors' workers simply wouldn't have the skills or sensitivity to do a good job. The possible privatization of building services not only affects that group, but could have an impact on other groups on campus, she said.

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Universities Foundations Act one step closer

The Universities Foundations Act, Bill 31, is one step closer to becoming law. Earlier this month, the Legislative Assembly's Committee of the Whole passed the bill, which essentially makes it possible to set up foundations for the four provincial universities.

"These foundations, which are really arms of the institutions, would receive gifts of real property and personal property, including money, and then provide grants and property to the university...to support and promote the education and research activities of that institution," says Minister of Advanced Education John Gogo.

Postsecondary education officials in the province are hopeful the foundations will encourage more people to donate property and money to universities. "In effect, they [the foundations] would become agents of the Crown and people who make contributions could write off that total contribution in a one-year period, instead of spreading it over five years—which would be a requirement if you were only allowed 20 percent a year," the Minister explained.

"The institutions have convinced me that out there somewhere are very significant donors who would be prepared to contribute provided they could get meaningful tax relief, at the same time supporting the aims and objectives of an institution of their choice."

New Democratic MLA William Roberts said, "Everyone wants to have its own foundation as a vehicle for going after what is getting to be a very tough charitable dollar." Donors are being deluged with requests, he said, noting the Northern Alberta Children's Hospital Foundation's pitch for money.

"I'm not sure whether this university foundation would get on the networks for a weekend and have a phone-in pledge show like that, but it's an example of the way it's going to be extremely competitive out there, and those who are wanting the money are getting more and more slick at how they can access the premium charitable dollars that may exist," Roberts said earlier this month.

Liberal MLA Frank Bruseker had another concern. "If we have universities that are going out and raising funds either from their alumni or from corporate donations or from fund-raising drives of whatever sort, once they become very efficient and effective in raising a lot of funds, the government then says, 'well, gee whiz, these guys are doing so well, we can then cut the funding that we have to give them out of our general revenues.'"

Gogo dismissed Bruseker's fears. The Minister said a "tremendous inflow of money" as a result of fundraising efforts is "mythical at the moment." Gogo said that based on precedents, there's no evidence to suggest government funding will decrease as a result of successful university fundraising.

The Act also has a "sunset clause" and unless it is continued by the Lieutenant Governor in Council, it will expire 31 March 1996. Noting that the University of British Columbia also has an affiliated foundation, Gogo said *The Universities Foundations Act* is really a pilot project. If it doesn't work, there's really no sense in having the Act on the books, he said.

Bruseker wondered what kind of controls the government might enforce to ensure that the general direction of the foundation is in harmony with the general priorities and direction of the university. Gogo responded that a university will be allowed to nominate two of the five trustees of the foundation. "Surely a university would not make a recommendation to have a nominee who didn't reflect the aspirations of the institution. There is no legal obligation for a university to accept the donation from the foundation."

The Bill requires third reading and Royal assent.

INSIDE

- Three U of A professors were recently elected to the Royal Society
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- Selection officer chooses Board position

FRIENDS OF DEVONIAN BOTANIC GARDENS RECEIVE GOVERNMENT GRANT

The Friends of the University of Alberta Devonian Botanic Gardens in Edmonton have been awarded a grant from the Wild Rose Foundation.

The \$45,000 will be used to pay the salary of a volunteer coordinator over two years, to recruit and train volunteers involved with the Gardens and to maintain a new docent program. Docents will provide tours for groups.

The Wild Rose Foundation, an Alberta Government Foundation, receives about \$5 million annually from the Alberta Lottery Fund.

The Devonian Botanic Garden is now open for the season, from 10 am to 6 pm daily, during May. From 1 June to 15 September, hours are 10 am to 6 pm, Sunday to Wednesday, and 10 am to 9 pm, Thursday to Saturday. There is now a small admission charge.

FAB hosts Alberta in the Summer

The Fine Arts Building Gallery is playing host to an exhibition of painting, sculpture and works on paper entitled *Alberta in the Summer: Selected Works from the Alberta Art Foundation*.

Alberta in the Summer is the first exhibition organized by the Department of Art and Design to draw on works of art exclusively from the Alberta Art Foundation. Viewers will see some of the Foundation's more than 4,000 works of art.

The exhibition includes works by 24 of the province's most renowned contemporary and historical artists.

A special media preview was held 17 June. Members of the press and artists met to discuss the exhibition.



Aboriginal artist Alex Janvier discusses his 1989 acrylic on canvas, entitled "Apple Factory", at the FAB Gallery preview of *Alberta in the Summer: Selected Works from the Alberta Art Foundation Collection*.

LETTERS

U OF A DOING BETTER THAN U OF T INTEGRATING THE HANDICAPPED, READER SAYS

A visitor from one university to another enjoys the advantages of being a "nonparticipant observer", and can offer anecdotal evidence about such rich questions as the social impact of the liberal value of equal access for all to the opportunity of higher education.

I am a doctoral candidate at the Toronto School of Theology, which is now part of the University of Toronto. For the past six weeks I have been an instructor at an intersession course in medical ethics at St Joseph's College. Although not a pure observer, I have concluded that here at the University of Alberta the physically handicapped are included into campus life in more consistent and systematic ways than in Toronto.

At first I was bemused by just how systematic the arrangements really were. Reserved parking near the HUB Mall is offered to the handicapped, as in Toronto, but also for paraplegics.

Bemusement changed to sincere appreciation when I learned that every building except one at the University of Alberta is accessible to students confined to wheelchairs. I only wish we at the University of Toronto could make the same claim.

The same puzzles face administrators at both institutions: How to make telephones reachable for the disabled? How to enable them to use photocopy machines? Their solutions gesture towards different versions of liberal humanism. In Toronto one pay phone out of a bank of 10 will be specially arranged for use from a seated position; here all the phones are at wheelchair height. What messages do these different fundamental options evoke about grudging acceptance of survivors of spinal cord injuries on the one hand or of warm hearted welcome on the other?

The problem of accessibility for all to photocopy machines has not been solved at either university. The difference is that here it would be construed as a problem that still awaits solution, there it is a red herring.

The coolness and inconsistency of the U of T's response to the physically handicapped is not likely to change. Money is short and renovations are costly. Furthermore, the historical moment to provide equal access to this group of students has passed Toronto by. Now the issue of equal opportunity for all to a university education is framed by the economic difficulties caused by student fee hikes and by the sad necessity to claw back existing services.

John Perry

ON THE HIRING POLICY...

Several individuals and groups on campus, including the Academic Women's Association and the Women's Issues Committee of the AAS:UA, have alleged that women are discriminated against in academic hiring at the University of Alberta. As far as I am aware, no evidence in support of these allegations has been produced. Nonetheless, three departments in the Faculty of Arts have recently adopted employment policies that will give varying degrees of preference to female applicants. In what follows, I have attempted to determine whether sex discrimination in academic hiring occurs, using available statistics from the Office of Vice-President (Academic), the University's Office of Human Rights and Statistics Canada.

If the sex of female candidates is a negative factor in academic hiring decisions, then the proportion of women hired should be lower than the proportion of women in the pool of qualified applicants. One way of defin-

ing qualified applicants is those individuals holding doctoral level degrees, as, in practice, a doctorate represents the usual minimum qualifications for academic employment. Women currently hold 17.1 percent of tenured or tenure-track positions at the U of A. (1989-90 StatsCan data reported in CAUT Bulletin, 1991 Status of Women issue). The 1986 census found that 66,950 Canadians held doctorates, of whom 17.2 percent were women. Recent hiring patterns confirm the correlation between doctorates and hiring; in the last four years for which statistics are available, the proportion of women among those hired to professorial positions at the U of A was very similar to the proportion of women among doctoral graduates from Canadian universities.

In 1985-86 the percentage of female doctoral graduates was 27, while the percentage of females hired was 28; 1986-87, the percentage of female doctoral graduates was 28, while the percentage of females hired was 30; in 1987-88, the percentage of female doctoral graduates was 31, while the percentage of females hired was 25; and in 1988-89, the percentage of female doctoral graduates was 30, while the percentage of females hired was 29.

I do not have complete data on hiring by individual academic units or graduation by discipline. In 1988-89, however, women obtained 45 percent of doctoral level degrees in disciplines represented in the Faculty of Arts (my breakdown of StatsCan data). In that year, 62 percent of academic positions available in the Faculty of Arts went to female applicants.

Alternatively, the qualified applicant pool may be defined as those who actually applied for vacant positions. Data on applicants are only available for the 1988-89 academic year (individuals whose sex could not be ascertained have been omitted). In that year, 16.3 percent (222 out of 1,361) of applicants for all academic positions were female, but 26.9 percent (25 out of 93) of persons hired were female. In other words, 11.3 percent of female applicants were hired, but only 6.0 percent of male applicants. The Faculty of Arts exhibited an even greater discrepancy between male and female hiring rates: 9.5 percent of female applicants (8 out of 84) were hired, but only 2.6 percent of male applicants (5 out of 194).

If systematic sex discrimination afflicts the academic hiring process, it should manifest itself as a difference between the male/female ratio of those in the qualified applicant pool and the male/female ratio of those hired. The qualified applicant pool may be defined as those recently graduating with doctoral level degrees from Canadian universities, or as those who actually applied for the vacant positions. The latter definition is more specific but may bias the comparison if aggressive recruitment policies result in large numbers of applications from targeted groups. Using either definition of qualified applicants, however, the available evidence does not support the hypothesis of discrimination against women. In fact, in 1988-89, a female applicant for an academic position at the U of A was almost twice as likely to be selected as a male applicant—in the Faculty of Arts, almost four times as likely.

If there is other evidence, of which I am unaware, that systematic discrimination against women in academic hiring at the U of A has occurred, it should be brought to the attention of the University community. In the absence of such evidence, claims of sex discrimination should be regarded as an unjustified slur on those who serve on academic selection committees.

Graeme Hunter
Oral Biology

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University
of
Alberta

Selection officer chooses Board position

Academic salary scales will be going up 1 July as a result of a settlement in the arbitration process between the Board of Governors and the Association of Academic Staff: University of Alberta.

Selection officer Colin Taylor, in what is called final offer selection, chose the Board of Governors position instead of the AAS:UA's position. Salaries will increase by two percent on 1 July and each employee under the agreement will receive \$1,306. On average, the settlement will mean an increase of four percent.

And in accordance with Faculty, Faculty Service Officer, and Librarian agreements, a merit increment pool equal to 110 percent of the number of eligible staff members will be established. Awards would take effect 1 July. The value of individual merit awards will be increased by two percent over 1990-91 values.

Contributions by the University to the Universities Academic Pension Plan will also be increased in proportion to the salary increases.

Associate Vice-President (Academic Administration) Brian McDonald said the total cost of the salary and benefits package from 1 July to 30 June 1992 would increase by \$9,539,300, or 6.56 percent over the 1990-91 cost.

Taylor said given the reduced level of government funding it is not surprising that both parties to the dispute have seen their relative financial positions decline over the past decade. "Both parties expressed objective and clearly thought-out concern for the well-being of the University and its highly qualified and dedicated staff. The paymaster, however, does not appear to be listening," he wrote in an apparent reference to the provincial government's unwillingness to significantly increase university funding.

Taylor said he examined average faculty salaries at learning institutions in geographical proximity to the U of A, and found that U of A faculty salaries in 1990-91 are highest among Alberta universities, highest among universities in Alberta, Saskatchewan and Manitoba and third among universities in Western Canada.

The University of Calgary faculty have, through arbitration, been awarded a 2.5 percent increase plus \$1,000 for an average settlement of 4.37 percent. Athabasca University faculty have settled for 4.25 percent.

"MORALE IS GETTING LOWER AND LOWER EVERY YEAR AND FACULTY ARE BEING ASKED TO WORK HARDER FOR LESS MONEY."
FRED VAN DE PITTE

The U of A settlement affects approximately 1,984 people in the bargaining unit. Faculty won't see the effects of the settlement until their August pay cheques, because of the lateness of the arbitration process and because the University is in the process of changing its academic salary data base.

Outgoing AAS:UA president Fred Van de Pitte said the membership is disappointed with the settlement. "Morale is getting lower and

lower every year and faculty are being asked to work harder for less money.

"This year we were hoping that the University would support us in trying to influence the level of university grants. What we wanted the University to do is not to extend itself beyond the limits of its budget this year, but at the end of that time to commit itself to a slightly higher figure of six percent, so that that figure could possibly influence the government's grant for the following year," he explained.

"If the government grant is always the limit that the University can offer us, then we know where we're going," he said, adding that the U of A is now down to 10th in the country for average salaries. "We were asking them, in a sense, to gamble, but it seemed to me the only way we could break out of this descending spiral with respect to salaries."

"The stress on campus is prompting people to leave for less prestigious universities and positions. They can go to another place and take the pressure off...and they're willing to do that."

Extension earns national honors

The Faculty of Extension has been given three Canadian awards for programming and promotions.

The Faculty's "Education for Elected Municipal Officials" program was selected first in the 1991 Canadian Association for University Continuing Education (CAUCE) category for collaborative programs.

This is the second time the program has won praise. It won top honors in 1990 from Learning Resources Network, an international continuing education association.

Extension also won two CAUCE awards for its promotional work. The Winter/Spring 1991 course calendar was named the winner in the composite calendar category of the 1991 Awards for Distinctive Promotional Materials.

"The Sky is the Limit at Extension", a print advertisement which appeared in publications such as the Edmonton Symphony program and the *Edmonton Bullet*, was a co-winner in the Newspaper/Magazine Advertising category.

CAUCE is a national organization of university and university-affiliated institutions involved in providing extension programs.

Hartnagel, St Joe's heading in new directions

Both Tim Hartnagel and St Joseph's College are heading in a new direction July 1. On Canada Day Dr Hartnagel becomes the College's first-ever lay Dean.

"I'm not making a radical break with my past, but an extension," says Dr Hartnagel, who has been with the Department of Sociology for 20 years. "This represents a bit of a shift in orientation and activity, and I think it's useful to do that at different points in your life."

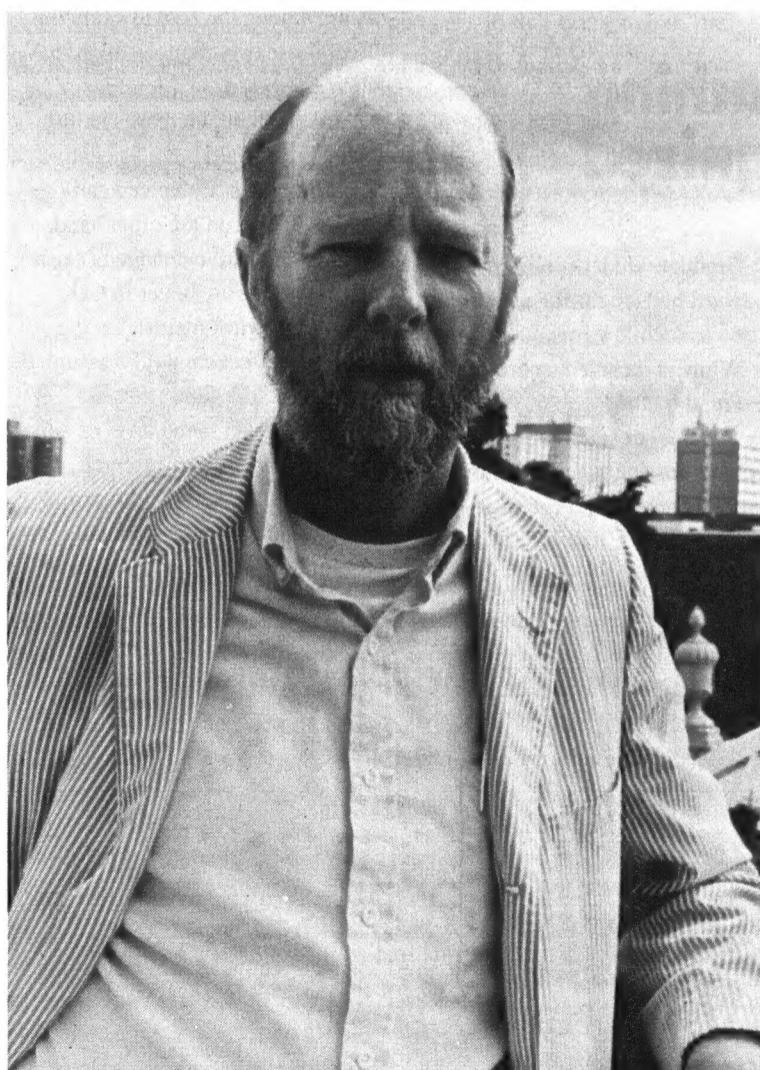
The move is also a logical step for St Joseph's, which has seen its lay faculty increase steadily over the past 10 years. Growing numbers of lay Catholics are studying theology at advanced levels, making them qualified to teach in Catholic schools and colleges, Dr Hartnagel says.

St Joseph's has always been a resource centre for students interested in theology, but Dr Hartnagel, who has been active in the City's Catholic community, feels the college has still more to offer.

"St Joseph's is trying to increase its visibility and strengthen its relationship with the University community in various ways," he says.

"[The college] can make a stronger contribution to the preparation of education students who want to teach in the Catholic school system."

This might be done, he says, by developing specific courses for those education students, based on the needs of Catholic school boards. He meets this month with the religious educational consultants of Edmon-



Tim Hartnagel: the move is a logical step.

ton's Catholic School Board to determine what the Board wants from its teachers.

Dr Hartnagel would also like St Joseph's to be a stronger presence in the Faculty of Arts. He will investigate the possibility of the College offering a major in Christian theology.

Over the course of his five-year appointment as Dean, Dr Hartnagel will divide his time between St Joseph's and the Faculty of Arts.

"I'll continue teaching in Sociology and supervising my graduate students and continue with my research program as best I can," he says. In the first year, he will de-

vote three-quarters of his time to his new position. In the remaining years of his secondment the split will be 50-50.

Dr Hartnagel is a Los Angeles native. He earned his Bachelor of Arts from the University of Santa Clara in California and completed his graduate work at Indiana University. He is married and he and his wife have two grown children.

From 1982 to 1988 he was Director of the Bachelor of Arts program in Criminology. He has also served as associate chair for both the undergraduate and graduate programs in the Department of Sociology. He has two research programs on the go, one in criminology and the other in the sociology of religion. The first study is looking at the difficulties faced by young people making the transition from school to the work world. In his sociology of religion study he is attempting to determine why people have different gender images of God.

Dr Hartnagel says St Joseph's is at an important moment in its development because of "larger developments in Catholic education in the province."

"This [position] presents a number of opportunities and challenges and I'm interested in making a contribution," he says.

STRATEGIC PLANNING TASK FORCE

The Board of Governors and General Faculties Council recently approved a Strategic Planning Document which calls, in part, for the establishment of a planning task force to consider the development of the University of Alberta for the next 10 years, with particular reference to the evolution of funding and enrollment, support for teaching and research, and the management of University finances and capital assets, in order to fulfil the University's mission of excellence in teaching, research and community service.

The Strategic Planning Task Force is composed of the following members:

President as Chair

Vice-President (Academic)

Four members selected by the Board of Governors, including at least two members from outside the University community who are not members of the Board

One Senate member selected by Senate

Five members elected by GFC, including one undergraduate student and one graduate student

One Dean elected by Dean's Council

The GFC Nominating Committee invites nominations for the five members (academic staff, support staff and students) who will be elected by GFC. Nominations or expressions of interest should be accompanied by a curriculum vitae and be directed to Garry Bodnar, Coordinator, GFC Nominating Committee, 2-5 University Hall (492-4715). The deadline for receiving nominations is Friday, 12 July 1991.

CURRENTS

SUPPORT STAFF REPRESENTATIVE NEEDED FOR GFC

Support staff hold three appointed seats on General Faculties Council. One of these seats is reserved for a support staff member who is not a member of the Non-Academic Staff Association, but who is a full-time continuing employee. (This would include, for example, staff who are excluded from membership in NASA; trust employees, however, are not eligible.)

If you are interested in serving on GFC, or if you wish to submit a nomination, please send a brief résumé and cover letter by Monday, 15 July to: Evelyn Phillips, Associate Director, University Secretariat, 2.5 University Hall.

The successful nominee will serve on GFC from September 1991 to 30 June 1994. For additional information, call Mrs Phillips at 492-4733.

INTERESTED IN UNIVERSITY TEACHING?

Under the auspices of the Faculty of Education, design is now under way on a videodisc project funded by the University Teaching Research Fund. This disc will be used to provide exemplars of teaching across campus to assist in the ongoing development of instructional effectiveness. The designers welcome your input regarding the content of this project. What are your areas of concern? Please drop a note to: University Teaching Project, B-117 Education North, or call Graham Fishburne, Department of Elementary Education, 492-4132.

ROYAL GLENORA CLUB SHARES

The University has been left two common shares of the Royal Glenora Club. Anyone interested in purchasing these shares please call the Investment and Real Estate Office, 492-4974.

BRETON PLOTS FIELD DAY, 5 JULY

Managing through alternative cropping is the theme for this year's Breton Plots field day, to be held at the Breton Plots on Friday, 5 July, from 10:00 to 4:00. The Department of Soil Science is celebrating 62 years of experimental work at the site.

Outstanding teaching assistants recognized

Forty-one outstanding teaching assistants are recipients of the University's new Graduate Teaching Awards.

The annual awards, administered by the GFC Committee for the Improvement of Teaching and Learning (CITL), honor excellent teaching assistants as chosen by the Deans of their faculties in consultation with staff and students.

Recipients were chosen based on their command of the subject matter being taught and their ability to present information at a level students can understand.

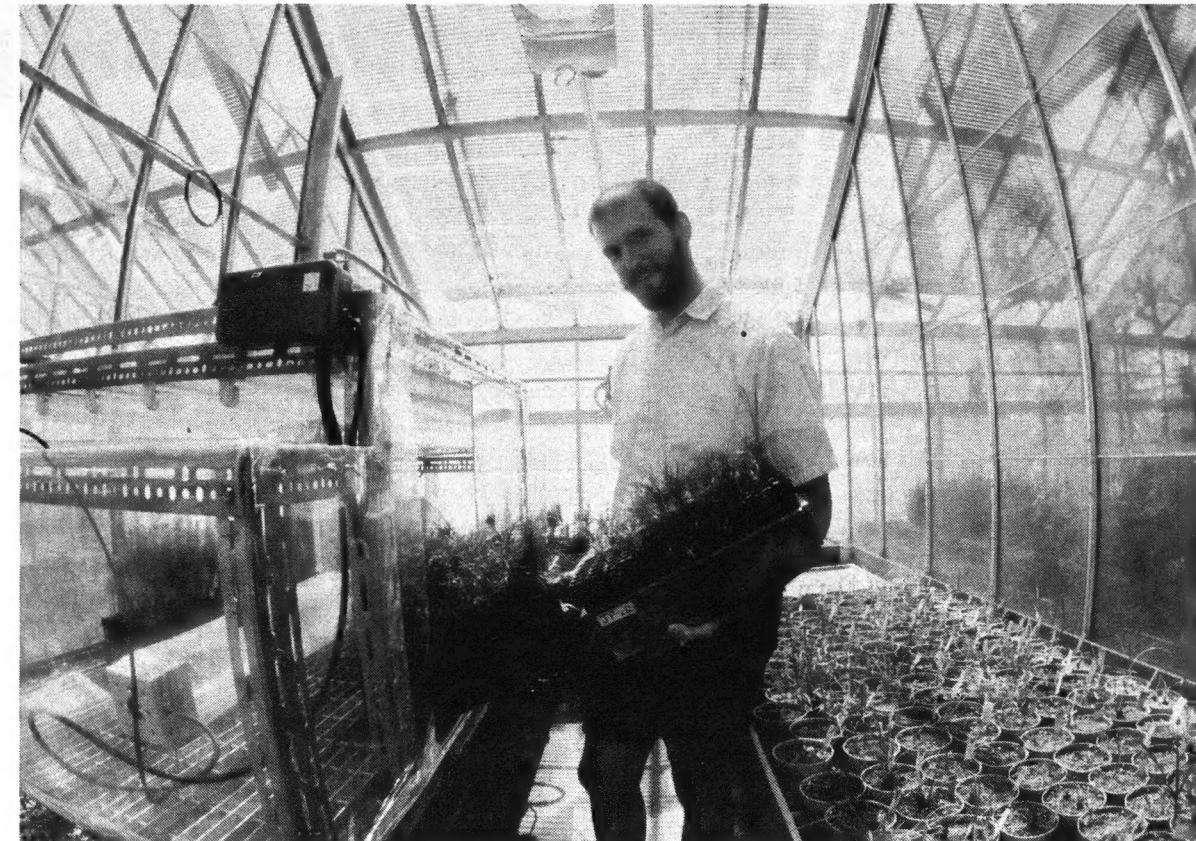
The winners demonstrated their ability to effectively organize and prepare material; instill student interest in the subject being taught; gain the respect and trust of students; promptly and carefully mark assignments, and give students feedback and direction.

Willingness to spend time with students outside the classroom or laboratory was an important selection criteria.

The number of awards available was calculated from the full-time equivalents of graduate students teaching in each faculty. A total of 45 awards were available from 13 faculties.

Graduate students eligible for an award had taught for a minimum of two academic terms.

Winners received a certificate presented by the Dean of their faculty and a letter suitable for their teaching dossier, signed by President Davenport and Professor Patricia Hayes, Chair of CITL.



Botanist James Stewart is studying the effects of carbon dioxide buildup and ultraviolet radiation increases on three boreal species: white spruce, black spruce and jack pine.

The effects of a thinning ozone layer WE'D BETTER TAKE CARE OF THE BOREAL FOREST

Scientists calculate that, as the ozone layer thins, changes in the earth's atmosphere will include a build-up of carbon dioxide (CO_2), and an increase in ultraviolet (UV) radiation. The effects of both of these changes on various species of plant life has been well studied. But two University of Alberta researchers are among the first to study the effect those two changes might have when combined.

Taken alone, increases in ultraviolet light would have a negative effect on plants. Enhanced carbon dioxide levels, on the other hand, could be a positive change because many plants grow better in CO_2 -enhanced environments. Yet the combined effect cannot be assumed to be simply additive.

"We predict some level of damage due to UV," says research associate James Stewart. "But we don't know whether we have actually underestimated that damage because

we haven't included the CO_2 in those measurements, or whether we have overestimated it."

To study the interaction, Stewart is growing three species of Canadian boreal forest conifer seedlings—white spruce, black spruce, and jack pine. Some are grown under current environmental conditions; some are exposed to increased CO_2 or increased UV-B (the band of radiation normally blocked by the ozone layer and expected to cause increasing damage as that layer thins); and some are exposed to increases of both carbon dioxide and ultraviolet-B.

A similar study done last year by associate professor John Hoddinott showed limited interaction effects overall, although there were some significant differences in the three species' reactions. For example, black spruce put less biomass into its stem than would be expected from an increase in either

CO_2 or UV-B alone. That reaction could have serious consequences for the forest industry.

In the current set of experiments, black spruce growth in particular appears to be seriously impaired by the combination of CO_2 and UV-B (although results will not be finalized for several months). This effect also suggests potential problems for the forest industry.

In addition, the stunted growth has implications for future atmospheric conditions. Photosynthesis is the primary mechanism for carbon dioxide reduction. As CO_2 levels rise, and as agricultural pressures limit reforestation in warm temperate and tropical areas, the size of the boreal forest has an increasingly important role in taking up and storing enough CO_2 to keep atmospheric gases balanced. "The boreal forest is more important than most people give it credit for," Stewart points out.

Funding for this work was provided by the Natural Sciences and Engineering Research Council.

PARTIAL ECLIPSE WILL BE VISIBLE FROM CAMPUS OBSERVATORY

Weather permitting, the Campus Observatory, located on the 7th Floor of the Physics Building, will be open during the 11 July eclipse.

A partial eclipse of the Sun will be visible from Edmonton. It will begin at 1205 and end at 1305 MDT. At mideclipse, the disc of the Moon will cover 3.6 percent of the disc of the Sun.

A total solar eclipse of near-maximum duration will occur along a narrow path extending from a point just west of Hawaii, across the tip of Baja, California, through Mexico and Central America. It will end near the northeast coast of South America.

From Baja and Mexico, the total eclipse will occur with the Sun almost directly overhead, and last for a maximum of 6 minutes, 53 seconds, Physics Professor Douglas Hube explains.

"During the past several years the Sun has been in a state of high activity," he says. "It is very probable, therefore, that sunspots, prominences and flares will be observed during the eclipse."

The telescopes at the Campus Observatory are equipped to permit safe solar observing. It is very dangerous to try to glimpse the partially eclipsed Sun, however briefly, without proper eye protection. Anyone wanting more information can call Dr Hube at 5410.

1991 GRADUATE TEACHING AWARD RECIPIENTS

William Atkinson	Linda Kerr	Leslie Rawluk
Doreen Bartlett	Scott Allen Key	Waldemar Riemer
C Dustin Becker	Rudi Lanenius	David Riley
David Blades	James MacEachern	Ben Rostron
Brian Brookwell	Karen McLeod	Pierre Rouleau
Kim Clark	Allan Mears	Mark Seemann
Derek Cole	Helen Milne	Elizabeth Starr
Karen Day	Sandra Nicholls	Brian Staveley
John Dunn	Cyril Oickle	Sing-Khing (David) Ting
Alan Edmunds	Douglas Olsen	Kevin Wamsley
Cam Fehr	T Sabri Onca	B Matt Wheatley
Ladislav Hola	Karen Overbye	Leigh Willard
William Henry	Jim Paul	Ding Yuan
Tim Keegan	Scott Plewes	

Three U of A professors join Royal Society's ranks

Three University of Alberta professors were recently inducted into the Royal Society of Canada. An induction ceremony was held 4 June, at Queen's University, Kingston, Ontario.

Among the 60 new Fellows inducted, were Patricia Clements, (English), Bob Hodges (Biochemistry) and Leszek Kosinski (Geography). Dr Hodges was elected to the Society's Academy of Sciences and Drs Clements and Kosinski were elected to the Society's Academy of Humanities and Social Sciences.

Dr Hodges is one of Canada's best synthetic-peptide chemists, internationally recognized as being at the leading edge of peptide chemistry. Using synthetic peptides, he has made major contributions to our understanding of the structure of tropomyosin. His studies with the calcium binding peptide have given clear-cut chemical rationales.

He has also expanded into new and promising areas such as the technology and production of antibodies, and of proteins from synthetic peptide antigens. Dr Hodges has been invaluable to other investigators in Canada requiring the design and synthesis of tailor-made peptides through the Alberta Peptide Institute which he directs.

Dr Clements was recognized for her understanding of literary modernism. Her book *Baudelaire and the English Tradition* documented with precision, thoroughness and brilliance the influence of Baudelaire on English writers.

As co-editor of *A Feminist Companion to Literature in English*, Dr Clements, who is now Dean of Arts,

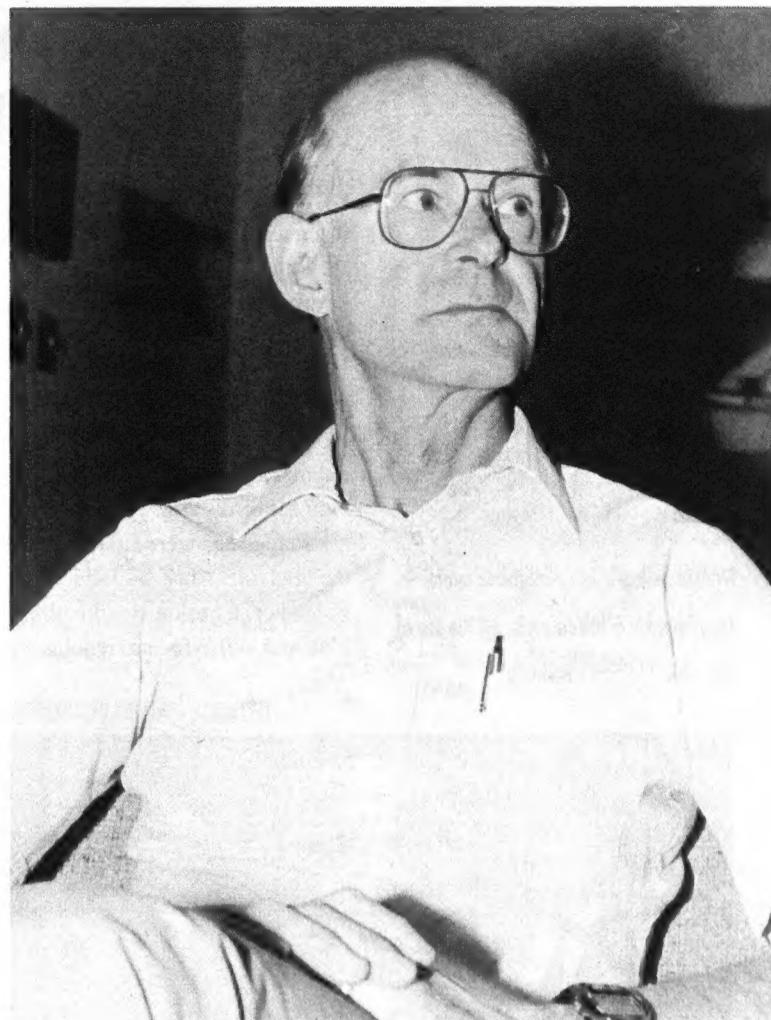
has been responsible for approximately 1,000 biographical, critical and topic entries presenting new information about women writers of the last century. This impressive scholarly recovery fundamentally alters our understanding of the literature of the period, providing a basis for a significant and wide range of further work.

Dr Kosinski has done important analyses of population migration in Poland, Africa and Asia. He has been internationally recognized for this work, and has been central to the increasing participation of indigenous Asian and African scholars in studies of their populations.

Dr Kosinski is also among the world's foremost scholars of East Central European population movements. He has made a major contribution to the study of migration and of emergency planning by co-authoring the first integrated, cross-national and comparative analysis of emergency evacuations of cities.

Dr Kosinski is now coordinating a major international study of migrations and of another on Ecological Disorder in Amazonia. His work is an important contribution to population studies and has been widely and significantly recognized in the international arena.

The Royal Society now has 1,295 members. Those members on the day of their inception promise to work for the good of the nation, to put their knowledge at the service of the governments and people of Canada, and to give advice and counsel on noteworthy social, scientific and ethical questions of the day.



Newly appointed Vice-President (Academic)

John McDonald

sity's move away from across-the-board cuts to more selective cuts. When the process of structural changes to the University to deal with underfunding began late last year, Dr McDonald said he supported the process in general.

"I don't believe that we can have a quality institution in teaching and research unless we're prepared to set priorities," he said when the process began. Dr McDonald is also a supporter of soliciting more money for the University from sources other than government.

Dr McDonald's research has been in the area of nuclear physics. He was instrumental in the development of the Tri-University Meson Facility (TRIUMF), centred at the University of British Columbia. Dr McDonald is chair of the Natural Sciences and Engineering Research Council (NSERC) grants selection committee on sub-atomic physics, chair of the TRIUMF board of management personnel committee, and a member of the TRIUMF board of management.

On campus, he has served on the Board of Governors, Board of Governors finance committee, Senate, Dean's Council, General Faculties Council and on a host of University boards and committees.

He received his BScE and MSc from the University of Saskatchewan and his PhD (*cum laude*) from the University of Ottawa. He is married with three children.

President Paul Davenport urged the campus community to offer its full support to the new Vice-President.

John McDonald new Vice-President (Academic)

The University of Alberta has a new Vice-President (Academic). John McDonald, Dean of the Faculty of Science, will take on his new duties 1 September 1991, for a five-year term.

Dr McDonald succeeds Peter Meekison, who announced earlier this year his intention to step down to devote more time to study and contribute to the debate on the constitutional questions facing the country.

Dr McDonald has a long association with the University, joining the U of A in 1965 as an assistant professor of physics. He moved up the ranks, becoming associate professor in 1970 and full professor in 1975. He has been Dean since 1981, and prior to that was Chair of the Department of Physics for four years.

Dr McDonald, who was appointed by the Board of Governors last week, has supported the Uni-



Stuart Smith

Research publications are far more important than teaching excellence when it comes to considering promotion and tenure for faculty members.

"Apart from complaints of underfunding, this matter of 'publications versus teaching' was the most frequently presented issue across the country," said Stuart Smith, in his preliminary issues paper from the Commission of Inquiry on Canadian University Education. The final report is expected to be released this September.

Stuart Smith releases inquiry discussion paper

"While there is an indication that movement toward a more balanced situation is under way at several institutions, the Commission is seeking a mechanism by which such balance may be encouraged," the Commission's chair said.

Apart from the cooperative education programs across the country, the Commission found that teaching innovation, either in the form of technology or in the use of novel teaching methods, is "disappointingly uncommon."

"The most innovative program delivery seems to be occurring in programs of continuing and distance education," Dr Smith said. "Ironically, while those programs are the most market-sensitive, they seem also to be the most marginalized at most universities."

"The Commission perceives a deep cynicism among the faculty concerning the real importance accorded teaching," Dr Smith said. "As

to a remedy, a large number of briefs simply stated that universities should redress the imbalance and deal more even-handedly with teaching and research in matters of promotion and tenure."

Other preliminary findings include: Canadian universities are underfunded compared to American schools; socio-economically disadvantaged groups and native people are underrepresented; faculty members feel they spend too much time on administrative matters; universities have no faith in employment projections; credit transfer between universities and interprovincial acceptance of credentials are serious problems; low prestige is generally accorded to Faculties of Education; and research into education and higher education is not highly regarded on university campuses.

Three primary barriers to improving the quality of education were cited across the country. Large

classes and inadequate physical plant and laboratory space and equipment were mentioned often. Second, the lack of intimate contact between faculty and undergraduate students was noted more often in the large universities. And third, many

of regret than in anger, there was overwhelming criticism of universities with respect to what is perceived as a resistance to change and an unwillingness to keep up with society's educational demands, particularly in the area of undergraduate teaching."

CANADIAN UNIVERSITIES ARE UNDERFUNDED COMPARED TO AMERICAN SCHOOLS; SOCIO-ECONOMICALLY DISADVANTAGED GROUPS AND NATIVE PEOPLE ARE UNDERREPRESENTED...

students now work part-time and seem uninvolved in campus life, missing out on many important aspects of university education.

The Commission also spoke in confidence to 21 senior provincial government officials who deal with university funding. "More in a tone

Dr Smith said the issues paper was released to determine whether or not the Commission was on track and to invite feedback. The final report will include an overall assessment of the state of Canadian universities and a slate of recommendations for universities and governments.

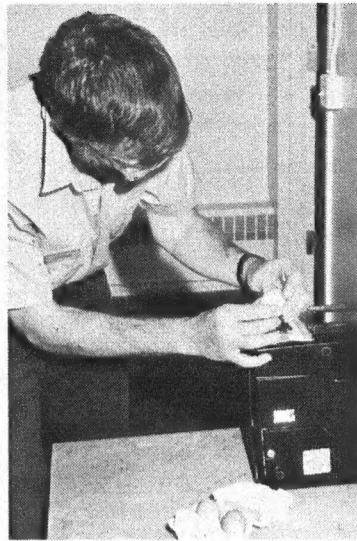
EVENTS

TALKS

ALBERTA HERITAGE FOUNDATION FOR MEDICAL RESEARCH

2 July, 4 pm

RD Sontheimer, professor of Dermatology and Internal Medicine, vice-chairman, Department of Dermatology, The University of Texas, Southwestern Medical Center, Dallas, Texas, "Calreticulin as a Human Autoimmune Connective Tissue Disease-Associated Antigen." 207 Heritage Medical Research Centre.



Wildlife biologist John Folinsbee examines eggs found in a falcon's nest on the top of the Clinical Sciences Building.

Peregrine falcon nest found on University building

A peregrine falcon nest has been discovered on the Clinical Sciences Building. This is only the third known active nest in central or southern Alberta.

The other two nests are well-known urban nests. One is in Edmonton on the AGT Building and another is in Calgary on the Sovereign Life Building.

Peregrines were first spotted in the area on 3 May, by John Folinsbee, a biologist with Alberta Fish and Wildlife, and regular

checks of the site suggested the birds might be a nesting pair. A 21 May check of the nesting ledge revealed a peregrine nest scrape and accumulated debris on the roof, although no eggs were present, explains Folinsbee.

The nest, with two eggs, was discovered by the building maintenance supervisor 30 May; by 7 June there were three eggs.

Neither of the falcons appears to be banded, which likely means they are wild-raised birds from a natural

nest site. Alberta Fish and Wildlife hopes the birds will incubate and hatch their chicks successfully so that it will be unnecessary to intervene. However, if the eggs fail to hatch, the division will attempt to foster captive-raised peregrine chicks to this nesting pair.

Peregrines are an endangered species and there are only about 10 known nesting pairs in the province.

ARTS

EXHIBITIONS

BRUCE PEEL SPECIAL COLLECTIONS LIBRARY

Until 9 August

"Most Delicate and Lovely Plants"—botanical illustration over the centuries, featuring contemporary drawings of Alberta plants by John Maywood. Hours: Monday to Friday, 8:30 am to 4:30 pm; Saturday and Sunday, closed. B-7 Rutherford South.

MCMULLEN GALLERY

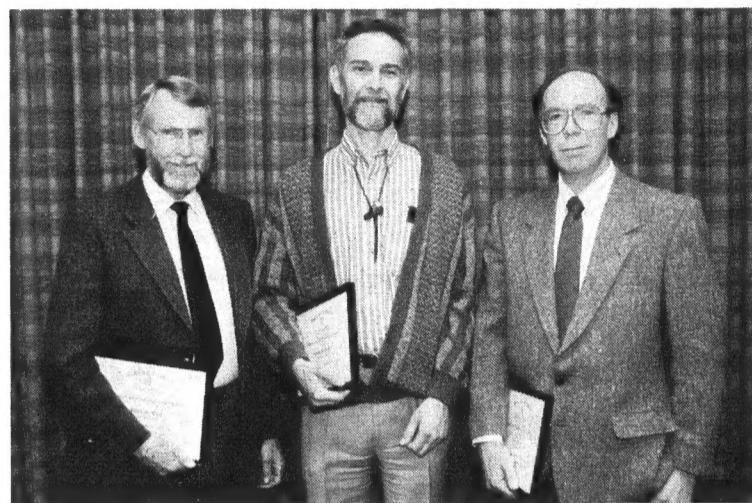
Until 15 August

"After Hours"—an exhibition of the personal art of the staff of Graphic Design, Medical Illustration and Photography at the University of Alberta Hospitals. Gallery hours: Monday to Friday, 10 am to 4 pm; Saturday and Sunday, 1 to 4 pm (subject to availability of volunteers). Information: 492-8428, 492-4211. Walter C Mackenzie Health Sciences Centre.

CLOTHING AND TEXTILES

Until 1 November

"Textileworking"—an exhibition on the production of fabric, its decoration, and its construction into garments. Basement, Home Economics Building.



From left to right, Professors David Boag, Charles Beck and John Gray.

Business, Science honor distinguished teachers

The Faculty of Business has awarded its Labatt's Awards for Distinguished Teaching to Ray Rasmussen for undergraduate teaching and Roger Beck for graduate teaching.

The awards are given to Faculty of Business full-time continuing academics who exemplify consistently superior classroom performance, visionary advancement of courses, innovative teaching methods and the attention to student intellectual development.

Drs Beck and Rasmussen are both former recipients of the national 3M Teaching Fellowships and Rutherford Award for Excellence in Undergraduate Teaching.

In the Faculty of Science, the winners of the 1990-91 Faculty of Science awards for Excellent Teaching have been announced. The recipients are Charles Beck (Psychology), David Boag (Zoology) and John Gray (Physics).

HAIL AND FAREWELL!

The University said farewell to a number of its long-time employees 22 May, at a dinner held at the Faculty Club.

You're part of an outstanding university, and you've made it outstanding, President Paul Davenport told retiring faculty and support staff, many of whom have been working on campus since the 1950s and '60s.

At the annual affair hosted by the Board of Governors, they were wished good luck and reminded that it was as a result of their dedicated service that the University has become and remained a great institution.

NASA

Continued from page 1

Vice-President (Administration) Glenn Harris said it was a mistake to place the advertisement without talking to NASA officials first. He said at this stage it is only a trial to determine whether or not it would be effective. In the fall, the University will have additional space cleaning requirements as a result of the opening of the new Extension Building and Corbett Hall reopening, although the contracting out of services would not necessarily occur in those buildings.

Accepting a petition against the privatization of services, President Paul Davenport said the University wants to examine alternative ways of doing the job. He stressed it would not mean layoffs. He said he regretted the advertisement going in the newspaper without notifying NASA officials.

Both student representatives, Students' Union President Marc Dumouchel and Graduate Students' Association President Ken Ross criticized the University for placing the advertisement in the newspaper while the University and NASA were in the process of negotiating a new contract. "It's not efficient and it's not effective to put people out of work or to have them work for poverty wages," said Ross, on the issue of privatizing services.

Alberta Federation of Labour President Don Aitken said it is disgraceful to threaten the loss of jobs while negotiations were going on. "They [University administrators] are using it to intimidate workers."

Strathcona MLA Barrie Chivers said the University was bargaining in bad faith.

The rally attracted about 300 people, a number of whom were from various labour groups off campus.

POSITIONS

The University of Alberta is committed to the principle of equity in employment. The University encourages applications from aboriginal persons, disabled persons, members of visible minorities and women.

ACADEMIC ADMINISTRATIVE/PROFESSIONAL OFFICER, FACULTY OF ARTS, OFFICE OF THE DEAN

The Faculty of Arts invites applications for an Administrative Professional Officer position which reports to the Dean. The person in this position serves as Faculty Secretary and provides executive and administrative services to the Arts Faculty Council, its Executive Committee, and several of its senior standing committees.

Applicants should have an undergraduate degree, outstanding analytical ability, strong communication and interpersonal skills, proven writing and editing skills, and experience in policy development. Applicants should also have a knowledge of the University's academic and administrative structure, policies and procedures, and experience dealing with staff, students and administrators.

This position has 406 Hay points and a current salary range of \$31,101 to \$46,651. Letters of application, a résumé and the names of three referees should be sent to Dean Patricia Clements, Faculty of Arts, 6-33 Humanities, by 28 June 1991. This search is limited to candidates who are internal to the University of Alberta, i.e. those who are currently staff.

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SUPPORT STAFF

To obtain further information on the following positions, please contact Personnel Services and Staff Relations, 2-40 Assiniboia Hall, telephone 492-5201. Due to publication lead time and the fact that positions are filled on an ongoing basis, these vacancies cannot be guaranteed beyond 21 June 1991. For a more up-to-date listing, please consult the weekly Employment Opportunities Bulletin and/or the postings in PSSR.

Positions available as of 21 June 1991.

The limited number of vacancies is a result of the current Support Staff hiring freeze.

Applications for regular operating budget funded University positions (both full-time and part-time) are initially restricted to current bargaining unit employees. This is due to the current hiring freeze. Applications

may be accepted from external applicants for some positions after internal staffing has been explored.

The salary rates for the following positions reflect adjustments in accordance with the terms for the implementation of the Pay Equity Program.

CLERK TYPIST (Grade 4) (Recurring Term), Zoology (\$1,633 - \$2,013)

CLERK TYPIST (Grade 5), Centre for Cooperative Education, (\$1,784 - \$2,210)

CLERK STENO (Grade 5), Secondary Education, (\$1,784 - \$2,210)

CLERK STENO (Grade 5), Instructional Technology Centre, (\$1,784 - \$2,210)

FINANCIAL RECORDS CLERK (Grade 5), Career and Placement Services, (\$1,784 - \$2,210)

STUDENT RECORDS PROCESSING CLERK (Grade 5), Faculty of Arts, (\$1,784 - \$2,210)

STUDENT RECORDS PROCESSING CLERK (Grade 5), Geology, (\$1,784 - \$2,210)

SECRETARY (Grade 5) (Trust), Environmental Research and Studies Centre, (\$1,784 - \$2,210)

SECRETARY (Grade 5), Linguistics, (\$1,784 - \$2,210)

ADMINISTRATIVE CLERK (RECRUITMENT COORDINATOR) (Grade 6), Career and Placement Services, (\$1,952 - \$2,433)

ADMINISTRATIVE CLERK (RECRUITMENT ASSISTANT) (Grade 6), Career and Placement Services, (\$1,952 - \$2,433)

DEPARTMENTAL/EXECUTIVE SECRETARY (Grade 6), Developmental Disabilities Centre (Educational Psychology), (\$1,952 - \$2,433)

ADMINISTRATIVE ASSISTANT (CAREER FAIRS/FORUMS COORDINATOR) (Grade 8), Career and Placement Services, (\$2,296 - \$2,895)

TECHNOLOGIST (Grade 8) (Trust), Surgery, (\$2,296 - \$2,895)

PROGRAMMER/ANALYST (Grade 10) (Term to 31 December 1991), Computing Science, (\$2,675 - \$3,413)

PROGRAMMER/ANALYST (Grade 10) (Trust/Term to 31 July 1992), Computing Science, (\$2,675 - \$3,413)

The following positions retain salary rates in accordance with the previous classification system and pay plan.

ANIMAL ASSISTANT I (Part-time) (Trust), Foods and Nutrition, (\$8.90/hr - \$11.06/hr)

ANIMAL TECHNICIAN III (Trust), Surgery, (\$2,234 - \$2,889)

TECHNOLOGIST II (DATA MANAGER) (Trust/Term to 31 December 1992), Cardiology, (\$2,330 - \$3,018)

ACCOMMODATIONS AVAILABLE**VICTORIA PROPERTIES**

Experienced, knowledgeable realtor with Edmonton references will answer all queries, and send information. No cost or obligation. Call (604) 595-3200, Lois Dutton, Re/Max, Ports West, Victoria, BC.

SALE - Sunny spacious Lessard Village executive condo, neutral decor, jacuzzi. Owner anxious to sell. \$191,000/bring offers. Janet Jenner, Jean Mill Homelife/Success 434-3334.

RENT - Patricia Heights, bright tasteful upgraded split level home, fully furnished or partially furnished. \$1,600/month, lease 12 July. Western Relocation, 434-4629.

RENT - Sherwood Park acreage. Spacious, modern, five bedroom home, a/c, two fireplaces, sauna, fully furnished. 3 3/4 miles south of Sherwood Park. 1 August, one year, \$1,500/month. Western Relocation, 434-4629.

RENT - Duggan, immaculate, inviting bungalow. Four bedrooms, music room, double garage, fully furnished. Perfect family home, close to schools, shopping, University. August 1991 - August 1992, \$1,200/month. Western Relocation, 434-4629.

RENT - Riverbend, wonderful, bright, sunny, four bedroom furnished house. August/September 1991 - February 1992. \$1,500/month, negotiable. 430-6196, 492-1494.

RENT - Three bedroom home in Windsor Park, available 1 August, 486-5541.

SALE - Millcreek Ravine! Knock on hardwood. Three bedrooms, semi-new wiring, kitchen and bathroom, \$79,888. Joe, Homelife/Allan Realty, 466-4663.

SALE - Riverbend, clean, four level split, double detached garage and fireplace. Vendor motivated, purchased another home. \$181,900. Joe, Homelife/Allan Realty, 466-4663.

SALE - Southside, three bedroom bungalow. New paint, upgraded kitchen, wiring, plumbing and furnace. \$83,888. Joe, Homelife/Allan Realty, 466-4663.

RENT - In Parkview, west end, close to University bus. Three bedroom bungalow, garage, 1 1/2 bathrooms, four appliances, \$650 plus utilities. One year lease required. Available 15 July, phone 483-5691.

RENT - Southwest Edmonton, 3,000 square foot furnished home. Lease available, reasonable rate. Call 455-6900, Ted Power Realty Inc.

SALE or RENT - \$1,450/month, Windsor Park, three bedroom bungalow, 75' x 165' lot, garage, basement suite, 481-6900.

RENT - Windsor Park, walk to University. Four bedrooms, two bathrooms, well maintained. Fully finished basement. One year lease, available 15 July. 499-1382 (day), 433-3751 (evening).

RENT - Two bedrooms plus full use of home in old estate home, Glenora. Overlooking ravine, furnished. Short term welcome. 454-5247.

RENT - Two bedroom house near University. One or two years, rent negotiable. 436-6542.

RENT - Furnished three bedroom house in Ermeskin; convenient bus stop; no smokers, pets, adults only. Tidy single person or couple. September-May (negotiable), 437-0780, call after 1 July 1991.

RENT - Two bedroom suite in Cloverdale. Newly renovated, laundry, utilities included. 1 August, 1991, \$500/month. Phone 466-8036.

RENT - Executive hi-rise condo, Claridge House. Two large bedrooms, insuite laundry, air conditioned, marble floors, five appliances. One block to University, underground parking. 430-6797.

SALE - Five bedrooms, main floor den. Two storey, cul-de-sac, ensuite jacuzzi. Exquisite decor, two fireplaces. Low maintenance landscaping. One year old, \$274,500. Call Glenn or Nancy Steen, 439-7000/498-1865, Re/Max Realty.

SALE - Parkallen, three bedroom bungalow, exceptional condition. Nanny suite, fenced, garage. 1,160 square feet \$129,900. Please call Glenn or Nancy Steen, 439-7000 or cellular, 498-1865, Re/Max Real Estate.

SALE - Aspen Gardens ravine. Four bedroom family home, three fireplaces, four baths, including jacuzzi, two decks, fully finished basement, attached garage, carport. Andrea Hammond, Royal Lepage Realty, 436-5080, 435-5640.

RENT - Garneau, two bedrooms plus den, five appliances, underground parking. \$1,200/month, summer only, 481-3513.

RENT - Acreage, Sherwood Park, furnished one year lease. \$1,000 per month, executive, Freda, 467-7964, 467-7334.

RENT - Groat Estates four bedroom house. Hardwood floors, fireplace, renovated kitchen, deck, single garage, immaculate condition. Available 1 August, \$1,200, 452-7516.

RENT - House, west end, immaculate condition, three plus one bedroom, basement fully developed. Large yard, garage, available 1 August, \$925. 452-7516.

RENT - Furnished house available 1 September to 1 May. Three bedrooms, two baths, near Bonnie Doon, \$750 (damage deposit \$500). 469-7214, family only.

SALE - Sherry Mailo, ReMax, 438-7000. Windsor Park bungalow, 1,320', \$179,900. Grandview bungalow, 1,550', \$189,900. Grandview split, 1,700', \$157,000. Riverbend condo, 1,780', \$187,500. Riverbend two storey, 2,000', \$189,900.

**Dr. Catherine Fletcher
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Dentistry**

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SALE - Large three bedroom condo, three blocks to WEM, ten minutes to University. \$71,500, phone 434-3962.

RENT - Furnished three bedroom bungalow. Six appliances, finished basement, fenced yard. Close to University, bus, schools. 1 August 1991 - 15 August 1992. \$1,000 plus utilities. Pat, 437-1790.

RENT - Beautifully maintained and furnished house with gorgeous private yard. Three bedrooms up, three high, bright basement rooms, two baths. Belgravia - walk to campus. September - April. \$1,100, no pets, 436-1946.

RENT - Three bedroom character house, north Garneau, 1 September, references required. \$900/month, 433-4510.

RENT - One bedroom partially furnished basement apartment, north Garneau. 1 August, references required, \$400/month, 433-4510.

ACCOMMODATIONS WANTED
PROFESSIONAL COUPLE, no children, non-smokers, wish to rent apartment/house 1 September. Prefer three plus bedrooms for one-two year lease. References available. Call Nazy/Brad 492-2020 (days), 430-7665 (evenings).

WILL HOUSE-SIT, September 1991 - April/June 1992. Attending University. Sandra, 1-624-3120 after 4:30 or 9713 84 Avenue, Peace River, Alberta, T8S 1A4. References available.

ATHABASCA AREA FAMILY requires house or apartment, September. Consider rental, trade, house-sitting. 1-675-3318.

UNIVERSITY OF SASKATCHEWAN professor requires fully furnished two bedroom apartment, August through April, close to University of Alberta. 1-306-244-9691.

FAMILY OF THREE needs furnished home, late August 1991, through June 1992 for study leave. Contact Leslie or Alan Gottesfeld, 1-604-849-5649.

FATHER AND SON need accommodation during University sports camps, 5-16 August. Will mow lawn and care for pets. Good references. 1-865-2819 (residence) 1-865-8848 (business).

MATURE PROFESSIONAL COUPLE - no children, non-smokers, wish to housesit or rent for a year beginning August. References available. Call Dianne, 492-8322.

GOODS FOR SALE

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TAPE TRANSCRIPTION, word processing, theses, manuscripts. Call Jan, 461-4171 after 6 pm.

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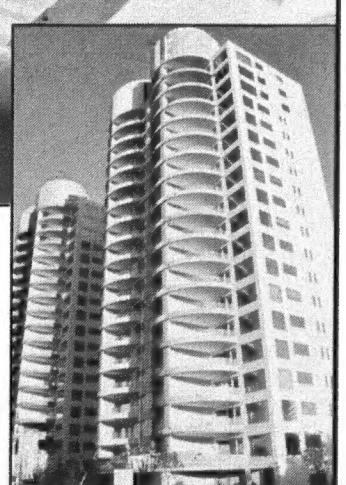
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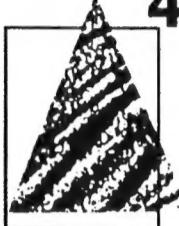
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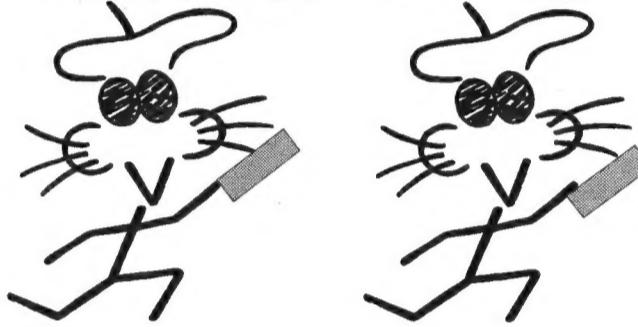
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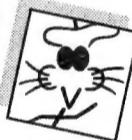


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